SEATTLE POLICE OFFICERS GUILD
Serving the Officer
1952

The Guardian

VOLUME 40, Issue 6 June 2009

The Burn Out Factor

By Officer Steve Pomper, East Precinct

Job "burn out," especially in high stress, high risk occupations such as law enforcement can be a tricky subject. There are many factors to consider. Every officer's experience is unique depending on specific assignments, co-workers, supervisors and chain of command, time on the job, ego and the officer's intrinsic and extrinsic ability to handle high demand occupational stress.

This is why one officer may experience burn out factors after only three short years, while the rare officer may remain unaffected even after three decades. However, one thing cannot be argued: Most police officers will experience some "burn out" at some point during their careers, perhaps at several points.

Anecdotally, I can attest to the wide differences in attitudes and burn out factors manifested between my colleagues who work the streets, usually in patrol answering 911 calls, and those who've left the streets to work investigative or other non-patrol assignments. These latter folks express a great degree of stress reduction. In fact, they consistently encourage me to seek one of these assignments.

I think most non-patrol folks appreciate just how fortunate they are. Perhaps it's how many years longer they may expect to live compared to their comrades who remain on the streets. I certainly wouldn't say that stress leading to burn out doesn't occur in other assignments, of course it does. However, life tied to 911 calls and its attendant searing scrutiny and draconian accountability conjures its own unique stress storm.

More empirically, the Mayo Clinic Staff, in a May 12, 2009 website article, *Job burnout: Understand symptoms and take action*, lists five conditions, which may make one, "…more likely to have job burn out." One of those conditions: "You work in a helping profession such as…Law Enforcement."

The article goes on to explain the job conditions from which burn out can result including: Lack of Control, Unclear Job Expectations, Dysfunctional Workplace Dynamics, and Mismatch in Values. I'll let you define the former trio and decide if they exist in your specific work environment, but the latter item deserves brief elucidation.

According to the Mayo Clinic a "Mismatch in Values" occurs, "If your values differ from the way your company does business or handles employee grievances, it will wear on you." (Can anyone think of a story to tell? Many of us, I'm sure.)

Undoubtedly, the most critical job burn out effect is its detriment to employee health, because our good health is, at the very least, what we hope to take with us when we leave the city's service. Stress creates burn out, which the Mayo Clinic staff reports compromises one's general health and happiness, making it difficult to achieve balance or harmony between one's work and personal life. "Employees," the Clinic states, "…lacking control or influence, may become cynical, critical, and sarcastic." (Sound familiar?)

Now, I could rant on about patrol stressors and the "burn out" problem, which I think everyone agrees exists. However, that wouldn't solve the problem—in fact, continuing to rant sounds rather *stressful*. So, what's the answer? Well, since I believe suggested remedies should generally follow criticisms, how about exploring a new plan aimed at stress reduction and patrol retention as well as morale improvement?

In an effort to address patrol stress and burn out, with a tangential benefit of attracting and retaining patrol personnel, how about something like a mandatory paid leave-of-absence, say for thirty days, after every five years he or she remains in patrol. The officer would be required to take the thirty days consecutively, exclusively to get away—really get away—from job stress.

Since there aren't many non-patrol assignments for patrol officers, promotions are relatively rare, and follow-up/specialty unit assignments—even those on-loan—are few and far between especially in this slow- to no-hiring climate, too often the easiest way an officer can hope to get time away from patrol, permanently or temporarily, and sadly, is to either get injured, screw up, or be accused—falsely or otherwise—of screwing up.

I remember chatting about the "burn out" phenomenon with some patrol vets years ago about ways to mitigate this condition before it happens, or at least before it becomes critical. We agreed it's difficult for a patrol officer to substantially affect certain job stressors. The more manageable stressors come from the stuff we expect to face on the streets, but we also face the less manageable stressors we shouldn't have to from certain

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Remembering Our Fallen Heroes

William Cunliffe EOW: 06-17-1911
James Forbes EOW: 06-21-1974
James St. Delore EOW: 06-21-1974
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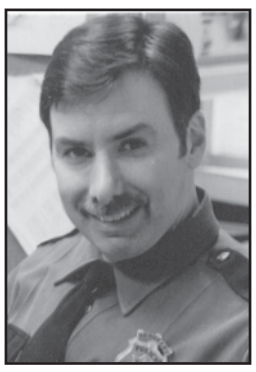
President's Message

By Sergeant Rich O'Neill, SPOG President



After what seems like a very long winter, summer is finally here! When the weather turns nice, the Seattle area is truly hard to beat except for maybe Maui, but more on that later. Besides the nice weather and the kids on vacation, summer for me always reminds me of the many years I spent working Sea-Fair with all the parades. It wouldn't be a Sea-Fair parade without our very own SPD Motorcycle Drill Team. This summer they celebrate their 60 year anniversary. Please take the time to read the article on the Drill Team in this edition of *The Guardian* and congratulate the members of the team when you see them out on the parade route this year! It looks like it will be a busy summer for SPOG and there are several issues I'd like to discuss this month.

This summer will be very busy on the Political Action front. The candidates have been calling SPOG and asking for our endorsement. Four city council seats are up for election as well as the city attorney and of course, the Mayor. On June 23rd and 24th, the SPOG PAC Committee will be interviewing all of the candidates. If any member wants to be part of this important process, please call or e-mail the SPOG office and let us know. I always find it interesting to see the candidates answer the questions posed by the committee. It is especially interesting when their "track record" doesn't mesh with their responses. The PAC Committee will then make recommendations to the full SPOG Board of Directors on whether or not we should endorse a particular candidate. The endorsement decision is not one that will be taken lightly. We want to endorse candidates who will be supportive of the rank and file of the Seattle Police Officer's Guild. We want candidates who will be "Friends of Public Safety," and who will realize and respect what an incredibly difficult job that we have. We are looking for candidates who will realize that public safety is the foundation of a livable community. It is more important than global warming, plastic bags and environmental issues. Public safety is more important than light rail, parks and libraries. If a community does not enjoy "safety" none of the other issues will matter because people will live and do business elsewhere. We also want candidates who don't overreact in the press when an allegation is made about the police. I met recently with a candidate who told me, "Wow, I could never do the job of a police officer." Candidates who not only say that, but remember that after they are elected are the ones we are looking to support. I call on every member who is not currently contributing to our PAC fund to consider making a regular monthly contribution. During this campaign season we need to be able to "flex some political muscle", if necessary. Bus signs, bill boards and commercials cost money. We need to let the voting public know which candidates are truly the "Friends of Public Safety."

SPOG recently filed a grievance on behalf of over 25 members who received letters from the department notifying them that if they had a sustained OPA complaint on their record then the department was going to release the records INCLUDING THEIR IDENTITY. This is as a result of public disclosure requests that come in from the press or attorneys. Now what is so irritating is our new contract that was just signed last summer has the following language in section 3.6.K: "IT IS UNDERSTOOD THAT AN OFFICER'S PERSONAL IDENTIFYING INFORMATION SHALL BE REDACTED FOM ALL RECORDS RELEASED. I'm not an attorney (although I've been accused of playing one from time to time) but isn't that contract language pretty clear? If a public disclosure request comes in, redact the officers identifying information from the documents and send it back. Why do we need to file a grievance and go through that process when the language is clear? The contract is signed by the Mayor and approved by the City Council. Will the elected officials hold accountable those employees in the department who make these decisions? Will they respect the contract that they approved and signed? You know I just thought of some excellent questions to ask the politicians when they come to SPOG this month!

I was recently interviewed by KING5 TV on the SPIDER paperless report system. Anyone who has been interviewed understands that you are usually asked questions for about 25 minutes and then they use less than 2 minutes of actual footage on the air. So, I'd like to reiterate what was lost in editing. The CONCEPT of going to electronic reports is a good one. The reporter showed me pages of evaluation forms from officers who had gone through the SPIDER training. Overwhelmingly the officers commented that the instructors did an outstanding job, but the computer system was not user friendly and even appeared "outdated and clunky." I also commented that any new system should make report writing easier with a goal to get officers back on the streets faster and that this system does not seem to achieve that goal. I commented that officers are not resistant to change and actually take offense at such remarks. Officers have been using computers for years and I detailed how in my career we have constantly adapted to new changes and equipment. The problem lies in the "piece of equipment" that was purchased. I don't know a single officer who would resist a new system if it truly made their job easier. Report writing has always been the least glamorous part of the job! Police shows on TV always leave that part out of the episode. Real officers know it is a vital part of the job. They just don't want a report writing system that keeps them sitting longer at a desk and makes them feel more like a data entry clerk. I also said that I know this has been a multi-million dollar project, but if the worker bees are not happy with it, why do we keep ignoring the feedback? For now officers are stuck with this system. Somewhere down the line, someone will have to admit to having made a purchasing mistake and correct this situation. Until that day arrives, remember to handle one call at a time and to write a detailed and thorough report on each incident, even if it takes hours to complete it.

The May general membership meeting was a great success with a very large turnout. Kevin Stuckey and Wayne Johnson cooked a delicious barbeque with a Hawaiian theme. By the end of June, the Maui Condo will be officially open for use by the membership. At the last membership meeting we conducted the drawing for May 2010 and several lucky members had their number chosen from the "bingo spinning machine." We will have drawings at the end of each membership meeting for one year in advance, so if you are interested; make sure "your number gets put in the bingo machine." As I write this article, all the weeks between July 2009 and May 2010 have been rented except for one. Available weeks will be posted on the web site, so visit the site regularly as we will update it if we get cancellations. We will also have new condo pictures posted this month on the web site. This is YOUR condo! Enjoy it!

This month marks my 29th anniversary with SPD. It seems like just yesterday I stood with my class mates from Class 125 as a young, newly married wide-eyed recruit. This month my youngest of four children graduates from high school. Where has the time gone? Time really does go by fast. It reminds me of the famous saying, "It is good to have an end to journey toward; but it is the journey that matters in the end." Be safe and enjoy the summer!

Important Date!!!!
SPOG Membership Meeting
Wednesday, June 24th
2000 hours
Complimentary Dinner All Members Welcome

The Burn Out Factor

Continued from Page 1

community activist groups, media, and city and department administrations. The unanimous remedy was *time*—time away from the job.

Not more vacation time—well, not exactly anyway, but significant time away from those stressors. While we cherish our vacation time, most vacations tend to last no more than a week or two, barely time to decompress mentally, and then we're back in the…crap. An extra month or so, once every five years specifically dedicated to an officer's mental, spiritual, and physical well-being would be significant.

Do I expect such a proposal to grow legs? Hell no! History hasn't shown much concern for patrol officer stress or we wouldn't have discretion-reducing, accountability-increasing directive and policy changes, adding layers of scrutiny upon officers as they *try* to conduct their daily patrol shifts under ever-increasing constraints.

If the city is interested in improving the health of its officers and reducing officer burn out, which leads to apathy, increasing sick time use, and worse, then some significant way of addressing the issue is at least worth a discussion.

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by June 15, 2009
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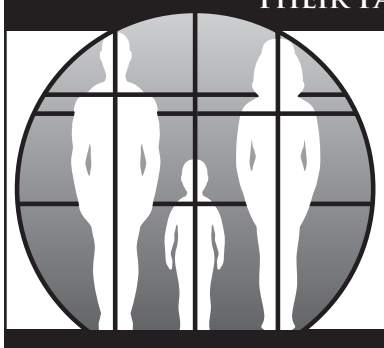

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Seattle Police Athletic Association (SPAA)

Rental Opportunity

The Seattle Police Athletic Association (SPAA) owns certain properties at the S.P.D. Range, located at 11030 E. Marginal Way So. Tukwila, WA 98168. Of note, we own a duplex located just to the north of the Range Office. The front portion of the duplex is a one-bedroom unit, with an attached carport. This unit is now vacant. We are now accepting applications for tenancy. Potential applicants should be aware of the following. 1) The SPAA has a contract that will need to be signed. 2) The SPAA expects the tenant to be vigilant in regards to activity on or about the grounds, particularly after-hours, and should suspicious activity be seen, to call the local authorities. 3) Pets may be allowed, pending SPAA approval.

Prospective applicants should know the following. 1) This location affords easy access to both I-5 and Highway 99, as the site is just south of Boeing Field. 2) The rental rate is under review now, but should be no more than $700.00 per month, not counting utilities. 3) For any applicants that are not Law Enforcement Personnel, said applicant will need to submit a notarized document allowing the SPAA to conduct a criminal background check on said applicant. 4) The shooting ranges may be utilized as late as 2050 hours throughout the week, thus a prospective occupant will need to be able to adapt to all forms of ambient noise.

This unit could be an ideal location for certain applicants, depending on needs.

Prospective applicants can contact the SPAA via our web page: www.spaarange.com, at our office, by e-mail: SPAARANGE@MSN.COM, by phone: 206-762-7468; or contact Buzzy Katzer via cell: 206- 999-8029 or by e-mail: BB29BUZZY@COMCAST.NET.

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The Phoenix condo is now available for month-long rentals!
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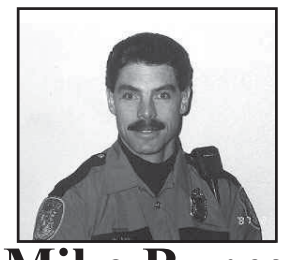

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History Corner
By The Guardian Staff

This article was originally printed in the June 1974 edition of *The Guardian*

Seattle's Police Chief

By GARY KRUEGER

Ours is most complex society. Many of our people are guided by high ideals, each contributing to the quality of life, in their own special way. Some people, excepting something short of mediocrity in themselves, merely exist, living off the efforts of others. Still there are those who possess only greed, lust, or anger, and manage to destroy whatever constructive assets to man they can. But regardless of their vastly different lifestyles, all people have a basic security need. History has shown us over and again, that without adequate law enforcement, basic life order is destroyed and the foundation of our society begins to decay and crumble.

Many view crime and its distructive process as the most critical issue of today. Crime affords politicians, pressure groups, and the media an unlimited selection of "key issues" for lip service and debate, but few agree on any constructive solutions to the problems of crime. No group of individuals are more qualified or experienced to deal with people or their crimes, than the police officers who spend their lives serving those people. Yet police officers are usually the last to be heard from, perhaps because their solutions to crime do not include room for partisan favoritism or pressure group manipulation.

Recently in Seattle, a great deal of anger, fear, and speculation has developed in the selection process for Chief of Police. Many believe the traditional testing procedures and selection process for Chief is merely a political ploy aimed at placing a suitable, pre-selected candidate into the position. "Suitable" does not necessarily mean the best qualified or experienced police professional, but rather a man who is favored by the political administration to give desired answers to whatever questions may be asked. Suggestions have even been made, that in order to be an effective Police Chief, one need not have police management experience, but only administrative ability. We; members of the Seattle Police Officer's Guild, strongly disagree.

The man who becomes Chief of Police in Seattle will have an extreme burden of responsibility, and the authority to secure the lives and property of hundreds of thousands of citizens. In order to effectively carry out those responsibilities, he must be a professional police officer, with the experience, education, skill, and character to run a major police department. To even suggest placing an administrator with novice police background in this critical position, suggests total irresponsibility to the citizens who must suffer the destructive consequences.

The traditional role of Police Chief in Seattle is a most difficult one. Logic would suggest that some reasonable tenure or service contract be established by the city, in order to create stability in the leadership of the Police Department. Job stability should be based on the Chief's performance of his responsibilities, and subject to Civil Service Regulations. Instead, at this time, the Police Chief serves at the pleasure of the Mayor and becomes puppet to whatever political manipulation is desired. Police officers within the department and Seattle's citizens deserve a Police Chief who rules the department because of **what** he knows, instead of **who** he knows.

In spite of strong leadership potential, and high career aspirations within the Seattle Police Department, few qualified men or women have applied for the position of Police Chief. This dilemma should be viewed as a tragedy and not as an oversight. The men and women of the Seattle Police Officer's Guild strongly support a Chief of Police selected from within our ranks. We firmly believe that if the position of Police Chief carried with it, the necessary authority, along with the heavy burden of responsibility, more professionals from within our department would seek the appointment.

Elected officials of our city must never loose sight of the true hidden motivations of some individuals and groups who patronize their offices. Often, their protests for change and deletion of some law enforcement policies are carefully concealed smoke screens, aimed at satisfying their own self-serving interests. When correctly applied for the benefit of all citizens, selective law enforcement is a positive police procedure. Due to budget and manpower constraints, the Police Chief must make decisions on what particular law violations need more police attention than others. Only after careful analysis of the data given him by the police officers on the street, and backed by his experience and expertise as a police professional, can the Police Chief make the correct decisions to crime related problems. His enforcement policy must be firm, fair, and impartial and not subject to manipulation by self-serving individuals.

We firmly believe it's about time the temporary occupants of Seattle's political offices fulfill their campaign promises to Seattle's citizens with strong law enforcement. The safety and security needs of Seattle's citizens can best be met, with a professional Police Chief equipped with the true and functional authority equal to his responsibilities.

Happy Anniversary

The Guardian Staff is pleased to announce the milestones achieved by the following SPOG members during the month of June 2009!

30 years of Service

Sergeant Doug Vandergiessen, SPOC
Officer Ruben Lopez, West Precinct
Officer Steve Wolph, West Precinct

25 years of Service

Sergeant J.D. Miller, SWAT
Officer Lonnie Gillette, West Precinct

20 years of Service

Detective Sergeant Guy Pratt, DV
Officer Kevin Andrews, North Precinct
Officer Mike Boggs, Southwest Precinct
Officer Scott Enright, Crisis Intervention

15 years of Service

Officer Wendy Moss, South Precinct

10 years of Service

Detective Jennifer Samson, DV
Detective Phil Morrison, Audit & Accreditation
Officer Katrina Stuckey, West Precinct
Officer Walter Bruce, North Precinct
Officer Sara Cook, South Precinct
Officer Brad Dupleich, South Precinct
Officer Nori Etoh, West Precinct
Officer Mike Gonzales, North Precinct
Officer Rob Hagerty, North Precinct
Officer Marcus Inouye, North Precinct
Officer Kevin Jones, West Precinct
Officer Tom Samson, North Precinct
Officer Mike Solan, SWAT
Officer Jason Thompson, North Precinct
Officer April Wells, South Precinct

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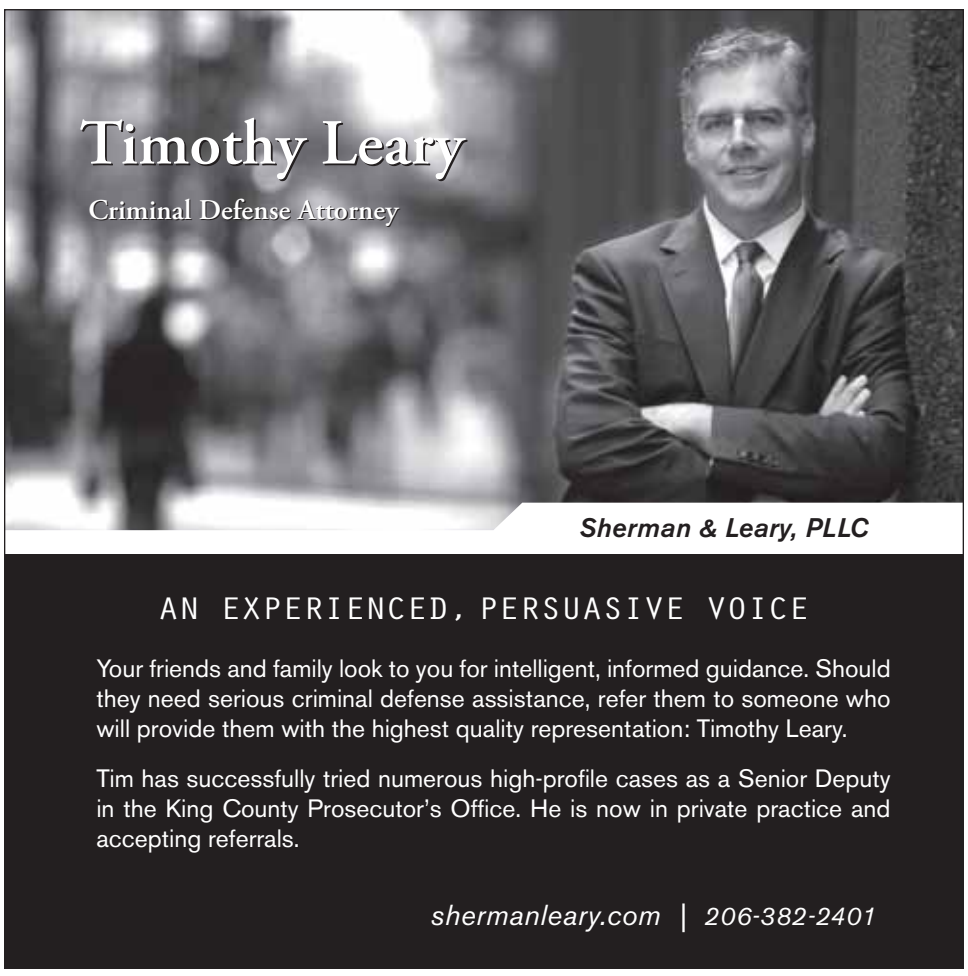
2009 Drive To Remember

Photo by Ron Smith, Editor

On April 28, 2009 the Drive to Remember (www.salutehonor.org) made it's way from Vancouver B.C, stopping in Lynnwood, WA on the way to Washington D.C. for Police Week. The 2007 Hummer H3, known as Guardian One is decked out in honor of all of the U.S. and Canadian law enforcement officers killed in the line of duty in 2008, with their names painted on the hood. Seattle PD motor officers took part in the escort from the U.S./Canadian border to Pierce County.



Wear Your Seatbelt

By Officer John Abraham, SPD Safety Officer and SPOG Sergeant-at-Arms

Hi Gang: By now I hope all of you have read the Directive put out by Assistant Chief Nick Metz dated 04-03-2009. Basically it states that the wearing of seatbelts is REQUIRED per Department policy (Directive 07-013). There have been several crashes of late where the seatbelt has not been worn by the officer involved and in some situations the seatbelt has been buckled in such a way to thwart the warning signal and not warn by the officers.

I contacted TCI and requested more information on the possible result of disabling the seatbelt might be to you the officer! Here is part of their response:

Seatbelts and airbags are part of the vehicle's occupant safety system. They are designed to work in conjunction with each other, not independent of each other. Some of the flashing lights from the instrument cluster and the chimes you hear when you first start the vehicle are the indications of the vehicle's occupant safety system checking its status. The system checks not only for electrical circuit completeness and communication capability, it can also determine if someone is in the driver or passenger seat and if they are above a certain weight.

The system also determines the relative position of the driver compared to the steering wheel. If the airbag comes out with too much force and the driver is sitting too close, injuries from the airbag go up and the benefit of the airbag goes down.

Airbag deployment is "predictive" in nature. This means that the system has to have a way to estimate how bad the crash could be and determine if the airbag should be deployed. The vehicles occupant safety system does this by monitoring and recording the vehicles performance while underway. If the system detects some sort of "event", the system wakes up and performs a mathematical analysis of the situation and determines what…if anything should be done to protect the occupants.

The "Typical" in-line collision lasts about 100 milliseconds to 150 milliseconds. The vehicles safety system is required to make a decision on whether or not to deploy airbags and seatbelt pretensioners in 15 to 50 milliseconds.

Several factors must be considered by the vehicles occupant safety system to determine if airbags and seatbelt pretensioners should deploy: Instances where the system assumes "Incorrectly" that the driver and or the front seat passenger are buckled, instances when the system deploys airbags after a collision even though it "thought" the occupants were restrained! (AIRBAGS ALONE WON'T KEEP THE OCCUPANTS FROM SUSTAINING SERIOUS OR EVEN FATAL INJURIES!!!) and the safety system correctly assumes the driver/front seat passenger was unbuckled and still deploys airbags. In this situation the best that can be hoped for is that the injuries sustained will be less than if there was no airbag deployment at all.

The question always comes back to "why should I wear the seatbelt?" and my answer will always be "to save your life!" In 2008 there were 31 Line of Duty Deaths by April 20th. Eleven were from "gunshots", eighteen were from traffic related incidents and two were "others". As of the same time 2009 there have been 38 "Line of Duty Deaths". Twelve have been from "gunshots", twenty-one from traffic related incidents and five "others"! TRAFFIC is the number one cause of Line of Duty Deaths every year. Since checking the NLEMF web site on April 20th two west coast officers are in critical condition due to a crash and a Mississippi motor officer died responding to a "Help The Officer" call. Need I say more?????

As was stated by a TCI officer " The best possible scenario is for the occupant to be "properly" wearing their seatbelt any time the vehicle is in motion. Any deviation from this and you will start to stack the odds against yourself!!!"

I would ask that if you have not read the SPDALL from Assistant Chief Metz on the wearing of seatbelts as per department policy you do so soonest. I would also ask that you read between the lines!!!! Remember that your profession is law enforcement, but your job is to go home at the end of your shift!

Quick footnote: Sergeant Joe Bauer and Officer Chris Hall are investigation seatbelt extenders manufactured by Ford to put into the receiving buckle. This extender would stick up higher on the drivers right side allowing easier buckling and unbuckling. I will update this when we have more information and some test units. I would also like to thank Detective Ron Sanders from TCI for his technical input for this article.

Take Care and Be Safe.

2009 Washington State Law Enforcement Memorial Ceremony

The Washington State Law Enforcement Memorial in Olympia

Sergeant Ty Elster, SPD and Rodney Rocman, carrying the memorial wreath

The SPD Honor Guard in attendance at the 2009 WSLEM ceremony. TJ Havenar, Lauren Givens, Scott Kawahara, MIchelle Gallegos, Brian Kokesh, Dave Leonard, Clayton Powell, Bob Marlow, CJ McRae, Mike Meder, Ed Haynes and Ty Elster

TJ Havenar, SPD, leading the Platoon

The Seattle Fire Department Pipes and Drums

The Honor Guard Platoon with Clayton Powell, SPD, carrying the U.S. Flag

The Honor Guard Platoon

Officer of the Month

By Officer Christopher Hall, West Precinct

The SPOG Officers of the Month for May 2009 are Officers Dave Emery and Bill McKenzie of the South Precinct, as nominated by Sergeant Joe Maccarrone for their response to a DV incident and subsequent arrest.

On March 31st Officers Dave Emery and Bill McKenzie responded to a DV assault incident. The suspect had just been released that day, after 4-months in jail for assaulting his ex-wife. Immediately upon his release, he returned to the ex-wife's residence, held her and her children captive for hours, and beat her mercilessly, while telling the children he would kill them if they tried to leave or call the police. Only the timely arrival of the landlord, who happened to knock on the door, allowed the children to ask for help. The landlord called 911 while the suspect robbed the victim of her rent money and stole her vehicle.

After caring for the victim (her injuries required immediate medical attention, and she was transported to HMC) Officers Emery and McKenzie set out to locate the suspect. Receiving a tip that he had gone to his mother's residence, they found him in the victim's vehicle, cut off his escape route, and took him into custody following a struggle. The suspect was booked for six different felonies, but the officers' efforts were not finished. They contacted the DV Unit, the Victim Support Team, Auto Theft and Robbery detectives, and the suspect's probation officer, to ensure that no aspect of the case got lost in the shuffle. As of this writing, the suspect has already been sent away for 2 years for probation violation, before prosecution has even started for the new charges.

Sergeant Maccarrone noted in his nomination, "The efforts of Officers Emery and McKenzie may well have saved the victim's life: the suspect had threatened to return later and finish what he had begun. In addition, their diligent work with follow-up units will help to ensure a thorough and vigorous prosecution."

As Officers of the Month, Officers Emery and McKenzie have selected the **Kenneth A. Saucier Memorial Scholarship Fund** as the recipient of the $250 SMCU donation.

Also nominated this month:

Sergeant Ed Harris nominated Detective Chris Hansen of the Fraud/ Forgery Unit and Officers Marcus Inouye and Christopher McNulty of the North Precinct for their investigation stemming from a warrant arrest that has led to several search warrants, numerous felony charges and the identification of 248 individual victims and 21 commercial victims of forgery, burglary and identity theft.

Sergeant Ed Harris also nominated Acting Sergeant John Lamp, Officers Brian Kokesh and Ted Cablayan for their response to a carjacking that led to the arrest of the suspect and recovery of the vehicle within one hour of the crime occurring.

Please remember, e-mail nominations should be sent to oom@seattlepoliceguild.org or can be sent to me through Department mail at the West Precinct. Stay safe.

SEATTLE METROPOLITAN CREDIT UNION

Thank You to Seattle Metropolitan Credit Union for their generous donation of $250 to the Kenneth A. Saucier Memorial Scholarship Fund in the name of Officers of the Month, Officer Dave Emery and Officer Bill McKenzie. Your contribution is greatly appreciated!

Wild Waves Enchanted Village

2009 R.A.G. Summer Celebration
Fran Smith

Once again the Seattle Police **R**elief Association, Seattle Police **A**thletic Association and the Seattle Police Officers' **G**uild wish to celebrate the arrival of summer with our members. To that end we are sponsoring discounted tickets to Wild Waves and Enchanted Village in Federal Way. This program is meant to support and encourage the many friendships between our law enforcement families. For a **limited time** discounted tickets are available to **members of any R.A.G. organization**. The cost of discounted tickets will be $15 each. There is a limit of four discounted tickets per family. The regular gate admission price is $35. The season runs from June 10 through September 1. Tickets will be available after June 1, 2009.

All Seattle Police Employees (whether R.A.G. members or not) may also purchase an unlimited number of tickets **at our cost**. Our cost is $25 per ticket and represents a $10 savings off the $35 gate price. If you are interested in either type of ticket just follow these instructions.

1. **Complete the form below** and send it to Lisa along with your check to the Seattle Police Relief Association by department mail or to the street address: 2517 Eastlake Avenue East, Suite 101, Seattle WA 98102
2. Tickets will be returned to you via department mail. If you want the tickets mailed to your home include a self-addressed and stamped envelope.

The Seattle Police Relief Association, Seattle Police Athletic Association and Seattle Police Officers' Guild wish each of you and your families a great and safe summer.

WILDWAVES TICKET REQUEST 2009 **DATE:** _____

OFFICER & SERIAL #: _____

UNIT # (or Retired or SPD Employee):_____

MEMBER OF: _____SPRA _____SPOG _____SPAA

I would like _____ tickets at the special price of $15.00/each
(Sworn officers only at this price. Ticket limit 4 per family).

I would like _____ tickets at the cost price of $25.00/each
(No limit)

LAW ENFORCEMENT RECOVERY FELLOWSHIP

A CONFIDENTIAL "AA" BASED MEETING FOR CURRENT OR RETIRED LAW ENFORCEMENT OFFICERS

There is now a "AA" based meeting for all current or retired law enforcement officers (city, state, or federal) in the Seattle area. This meeting was started by several officers associated with the "Safe Call Now" program who thought that a meeting was needed for law enforcement only. It is not open to the public. It's time and location will not be published in any AA meeting literature. The meeting information will be given to the individual who calls one of the below listed phone numbers. You will be asked to verify your law enforcement affiliation. Do not be offended, but we felt this was necessary in order to ensure confidentiality from those who do not have your best interests at heart.

THE NUMBERS TO CALL:

206 427-8330
or
206 375-6705
or
206 423-4511

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Jennifer DeCastro

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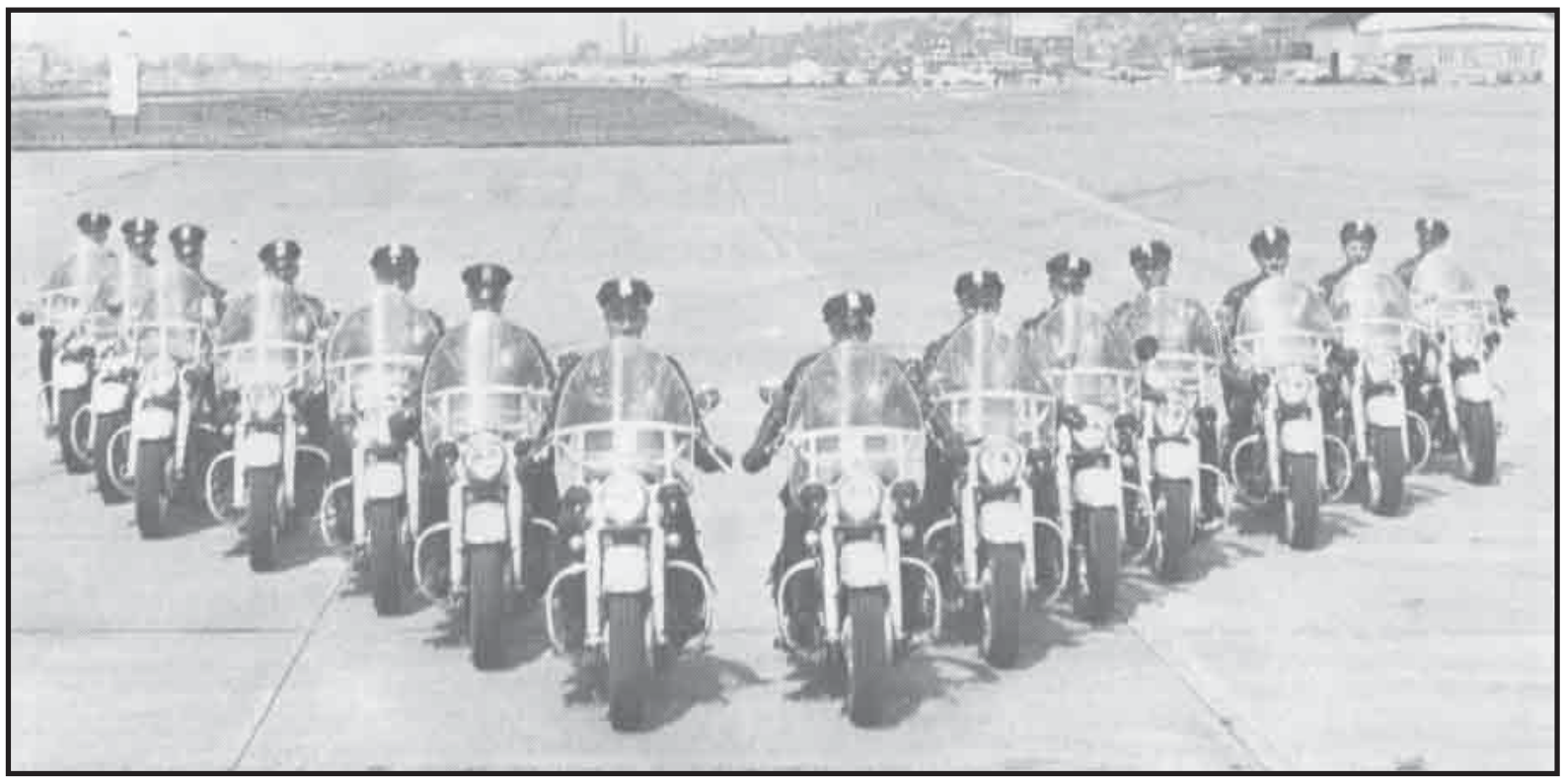
SPD Motorcycle Drill Tea

By Officer Mike



Motorcycle Drill Team circa 1950

2009 marks the 60th anniversary of the Seattle Police Motorcycle Drill Team. The Team celebrated by hosting the 60th Anniversary Alumni Banquet in Leavenworth, WA on May 2, 2009. Over 100 people attended the banquet, including current and past members. Alumni members from the 1960's, 1970's, 1980's and 1990's attended the weekend events, which included the banquet and parade. Some alumni members traveled from as far as Arizona. The Drill Team would like to thank all of those who attended. Many old friends were re-united and many new friendships were developed. The Team looks forward to next years banquet and would like to thank all those that attended and made this years banquet a great success.

The current Drill Team is a group of dedicated professionals with an unwavering commitment to excellence. They proudly represent the City of Seattle and its citizens by performing their precision maneuvers in parades and shows throughout the Pacific Northwest and Canada.

The Team is administrated just as it was 60 years ago. The Drill Master is the overall team leader and is responsible for the team's activities. A Traffic Sergeant, Lieutenant and Captain are also members of the team. Assignment to the Drill Team is open to all Seattle Police Motorcycle Officers and selection is based on a skills course competition and a willingness to invest the extra time required to train and perform.

Even today, many of the drills performed are the original maneuvers put together back in 1949. The show season begins in May and runs through the end of September. The Drill Team makes 25-30 appearances during this time including schools, parades and Seafair events.

The Drill Team Mission is to serve as role models to inspire the young men and women of our communities and to act as goodwill ambassadors for the Seattle Police Department and the City of Seattle.

2009 Apple Blossom Festival
Wenatchee, WA

2009 Apple Blossom Festival
Wenatchee, WA

m Celebrates 60 Years!!!!

Henry, Motors

Motorcycle Drill Team with The Blue Angels in 1982

Motorcycle Drill Team with Patrick Duffy (Dallas) in 1988

The Ten-Hour Shifts

By Officer Mike Severance, SPOG Secretary-Treasurer

If you are a sergeant and attended the latest Sergeants' Training, you were all told the 10-hour shifts are coming. At least some of you were told that SPOG's figures on the number of officers needed to implement those shifts are totally inaccurate. I guess it's time to tell the members what went on at contract negotiations, and how SPOG negotiated in good faith based upon the information given to us by the city.

The SPOG negotiations team received a nicely produced three ring binder titled "SEATTLE POLICE DEPARTMENT 10-HOUR PATROL DEPLOYMENT PLAN". It contains many charts and graphs. I am only going to deal with the sections on supervision and Tab 4, "DRAFT DISTRIBUTION OF 911-PROACTIVE PATROL OFFICERS BY SHIFT AND DUTY CYCLE".

According to the city's plan, supervisors will have 119 workdays per year in common with their officers. There would be 208 workdays per year. That means a supervisor would be able to actually supervise their officers 57% of the time, assuming that neither the supervisor nor the officers took any extra time off. How does that fit in with the most basic principles of supervision? Just as it is today with the new court code system, supervision is lacking.

And then there is the heart of the matter, Tab 4. The city told SPOG that, in order to make the 10-hour shifts work, they needed 633 patrol officers broken down into 599 911-Proactive Officers, 20 Full-Time Clerks, and 14 Full-Time Wagons. This number, 633, was not presented to SPOG as the minimum number, the maximum number, or the ideal or optimal number. It was presented as **the only number**. No other numbers were ever mentioned. The city refused to put their one and only number in the contract. I wonder why? During negotiations, the Deputy Chief making the presentation on the new shifts was asked if the city could achieve its goals by tweaking the 9-hour shifts. The answer was "yes". The city wanted language in the contract stating that discussions would continue on tweaking the 9-hour shifts. SPOG said "no". 10-hour shifts had been negotiated based upon the city's number. If they wanted tweaked 9-hour shifts, they could come back to the bargaining table simply by asking SPOG. They have not asked.

The department is now planning to get rid of most of the patrol clerks and change the working hours of the remaining clerks. SPOG has filed a Demand to Bargain letter. The department can't change clerk's work hours without bargaining, and SPOG negotiated the 10-hour shifts to include 20 Full Time Clerks. Staffing is not increasing as they had hoped, and they are desperately looking for bodies which can be included in their count of 911-Proactive Officers. But an unlikely entity might thwart that plan. We have been told that CALEA requires the cameras in the holding cells to be monitored 24/7. That sounds like something from CALEA, and it cannot be done without 24/7 clerks. Will CALEA be abandoned? There is one thing for which we can thank CALEA…a 1,200 page Manual. "National Accreditation" is a nice sounding and politically correct term created by politicians for politicians. Excellence can be achieved without CALEA. With or without CALEA, getting rid of clerks or changing the working hours of the clerks is a contract violation.

Tab 4 also contains a city count of 911-Proactive Officers taken on 1-30-08. The count was 488.

SPOG did a count of 911-Proactive Officers from roll call sheets in mid-March 2009. The count was 477. Also in mid-March, SPOG was provided with the city's count of 911-Proactive Officers. Their count was 501.

By the city's count, we are 98 bodies short of the number of proactive officers they said were needed during negotiations. By SPOG's count, we are 122 bodies short. Neither number takes into account the 20 clerks or 14 wagon officers.

Before the ink was dry on our new contract, we heard that some of the brass thought they could implement the new shifts with 575 officers.

Now we are hearing the number 550. That is 83 bodies or 13.1% fewer officers than the number SPOG was given during negotiations. 83 bodies is a huge number. That is almost the entire compliment of officers at the South Precinct. Between February 2008 and April 22, 2009, sworn staffing at SPD has increased by an unimpressive 64 bodies. And, because of the budget shortfall, there is a slowdown in hiring and recruit training. Have I missed something? Are we having fewer shootings today than we were during contract negotiations? Does the city expect violence to decrease? The department is obviously not expecting a decrease in light of the new plan to respond to gang violence. Seattle is experiencing the beginning stages of a trend which started on the east coast, worked its way to southern California, and has finally made its way to the Emerald City.

Is it possible that some people have decided that, in order to save face, they are going to implement their pet project no matter what the consequences? The first victim of that rationale will be officer safety. I think that has been compromised enough already by the department's firearms policies and the premature implementation of other parts of NPP. The second victim will be the public we serve. Maybe the city actually thinks their plan looks good on paper. The Titanic looked good on paper too…before it sank.

The potential effects on officer and public safety are horrific. For that reason, SPOG has doubled its PUBLIC OUTREACH budget. If the city is foolish enough to try to implement the new shifts with too few officers, SPOG may have to take this issue to the taxpayers. Depending on when we were to receive the required six month notice from the city, that public outreach could begin before the November election.

Last year I created a digital archive of SPOG labor contracts. There were two contracts I could not find. I would like to thank Mike Fields of the City of Seattle Personnel Department for obtaining and giving me copies of the missing contracts. The archive is now complete.

Our old contracts make for interesting reading. Here's one tidbit from the past. Did you know the hiring standards for new SPD officers were once a part of our contract? SPOG actually had a say in the standards for new recruits.

If it has not happened already, prepare yourselves for another piece of trash journalism from a local newspaper reporter. The apparent target this time is SPOG and your elected SPOG officials. Based upon his history of writing stories containing half truths, total falsehoods and unfounded assumptions, I can hardly wait to see what he comes up with this time. I am old enough to remember a time in America when the goal of real journalists was to report the truth. But that was a time when integrity was valued. Times have changed.

The April 22, 2009 Personnel Order showed 9 new hires and 12 separations. The net change in SPD sworn staffing for 2009 is a great big +6.

Be safe out there.

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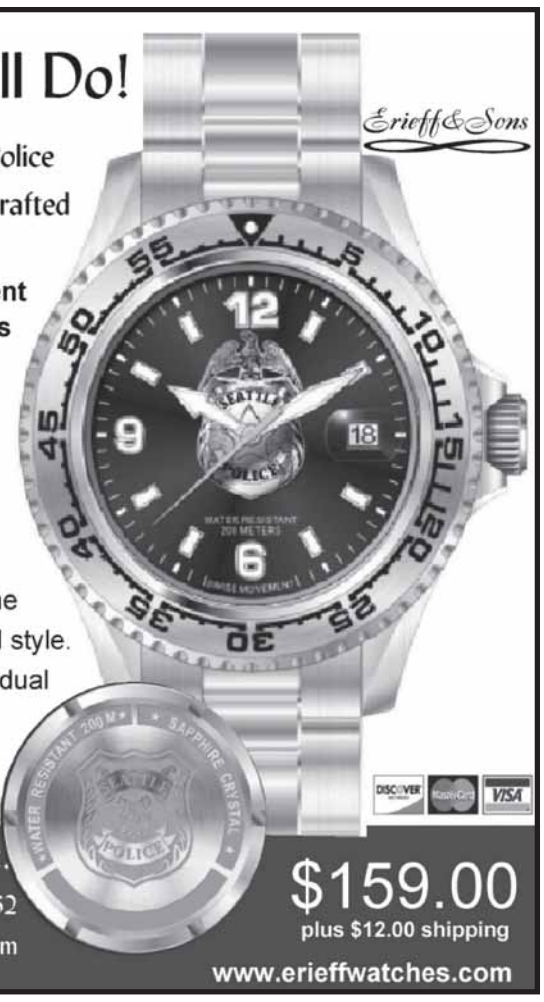
- Men's 42MM, Women's 29MM

Not the usual logo watch, this is one of substance, heirloom quality, and style. The back can be etched with individual text, the patch as shown, or plain. It comes with a 2 year warranty in a handsome wooden box.



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Chaplain's Corner

By Chaplain John Oas

In my devotions this week, I found a Scripture that sure means a lot to me; "A person's gift makes room for him and brings them before great people." Proverbs 18:16

My wife and I are most blessed, as this last week it was my privilege to spend time in two of our precincts. I watched the first watch people writing up their reports and patrolling their districts, though I could feel some were very tired. (I was!)

I observed second watch do their duties, as well. A little more awake, but vigorous in their commitment to "pledge to protect and serve." The weather was warm and it helped the attitudes to be lighter.

Third watch was their usual rowdiness, but serious in their job to "catch the bad guy." It was an honor to know and come alongside these women and men this week who faithfully complete these daily tasks.

We have been brought before "great people". You are all very dear to us.

May His very best be yours,

Chaplain John & Kay Oas

Chaplaincy International
The Seattle Police Department
Phone Number: 206.650.9399 (24/7)
Contact me on FACEBOOK...
My schedule is open for public viewing:
http://calendar.yahoo.com/
chaplainjohn2000/

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Do you have an upcoming IIS Interview?
Contact SPOG now to schedule a rep!
206-767-1150 or online at www.seattlepoliceguild.org

Anne Jackson Memorial Run/walk

All event proceeds go to:
Humane Society of Skagit Valley

Come join us for a day of family & furry-friend fun! Stick around after the walk/runs for refreshments, pet talent and costume contests, raffles, awards, and prizes!

Event Details:

Saturday August 22, 2009

Location:
Humane Society of Skagit Valley

Day-of-Race Registration
7:00 a.m. - 9:00 a.m.

2 Mile Walk Start
9:15 a.m.

5 & 10 K Runs Start
9:30 a.m.

Memorial Ceremony
11:30 a.m.

2 Mile Walk (Dogs welcome!)
(Formerly Humane Society's "Doggone Walkathon")

- Collect pledges from sponsors prior to the event
- Collect $50 or more in pledges, and receive a free t-shirt and free registration!
- **"Top Dog Award"** will be handed out to the highest pledge donations
- No dog? Call the shelter to ask about walking a shelter dog

5 & 10 kilometer runs

- Prizes given for race winners!

5 & 10K Runners – ***Register online!***
2 Mile Walkers – print the ***Sponsor Log Sheet***
& present it on the day of the event

18841 Kelleher Road
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Phone: (360)757-4050
Fax: (360)757-2568
Email: humane@sos.net
Hours: Mon-Fri 11-5, Sat 11-4

Skagit Runners RRCA

Humane Society of Skagit Valley

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Being Nice to People is Good Business

By Sergeant Randy Woolery, OPA-IS

Consider the number of people you encounter every day and every year. As a police officer in a major city, you encounter the good, the bad, the old, the young, the crazy and the normal. It is not a big surprise that some of us can become a little cynical over time. The professional officer needs to be careful that this cynical state does not become the normal state.

98% of the people we contact, maybe even more, are just like you and me. They are honest, decent, hardworking people with their own problems, their own issues and their own backgrounds. Due to some unfortunate circumstance - sometimes their fault and sometimes not - they come face-to-face with the police. For most of them, this was not in their plan for the day.

They might be angry, defensive, worried about a loved one, scared or embarrassed. You've seen them before; you know the looks on their faces. They are not mad at you but upset with the situation at hand. Unless you know the person you are dealing with, they are not mad at you personally. Don't take it personally. Once you make something personal, you stop being the professional officer that you know you are. All these 98% of the people are asking is that the police treat them fairly and with courtesy. They may not be happy with your decision; maybe you write them a ticket or take their son to jail, would you be happy in the same situation if the table was turned?

How you treat these people greatly impacts how difficult your job will be. This doesn't mean you have to have a bleeding heart or not do your job and enforce the law. I'm talking about how you treat them, not what you do to them.

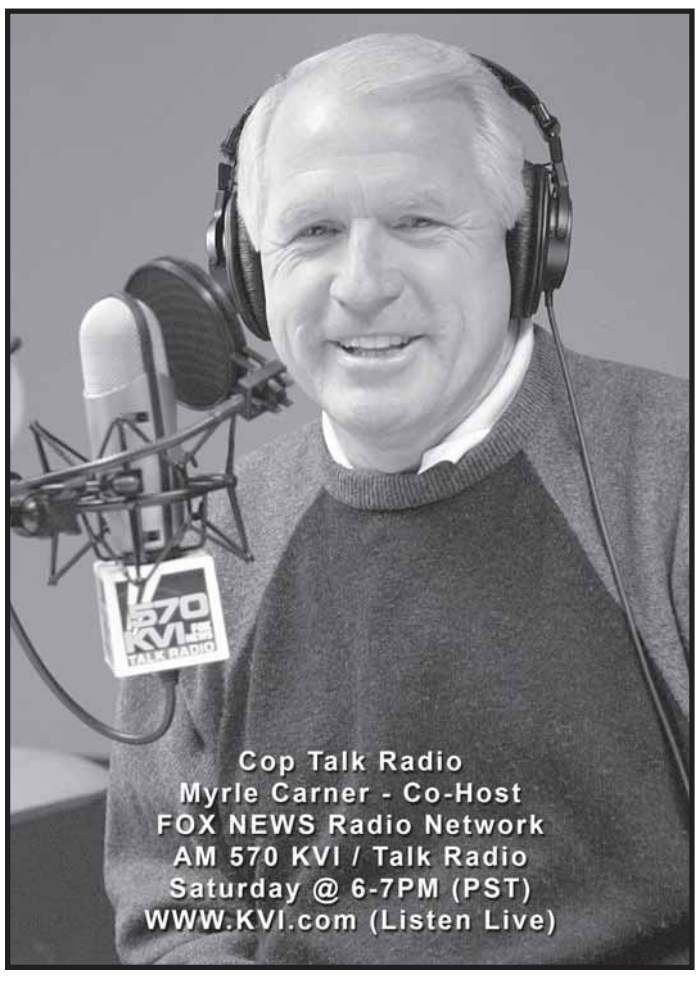
Always treat people fairly and with courtesy. Think about the one person in your life that matters most to you and in your mind's eye picture their face. How would you want this person treated by the police? As for the other 2% of the people out there, the ones that are responsible for us having a job - these are the bad men and women that we are tasked with keeping under control. A professional police officer treats these 2% fairly and with courtesy as well. These 2%'ers might not deserve it but we treat them the same, not because of who they are but because of who **we** are. We are the good guys, we wear the uniforms, have the patches and badges. These stand for something, they have a meaning. Everyone has the potential to become jurors, voters, taxpayers, business owners, and potential witnesses or be the first citizen on the scene of a down officer. The 2%'ers are also informants and they remember how they were treated by the police, good and bad. Being nice (courtesy and fairness) can pay off down the road in ways you can't imagine. It could solve a crime or save a life (maybe yours or mine).

The above was paraphrased from Gordon Graham but I believe it is so true. 25% of the complaints to OPA-IS would go away if we always treated people fairly and with courtesy. Gordon Graham offers very insightful daily training tips on his website www.lexipol.com. I encourage everyone to take a look once a week and listen to what he has to say. Talk about it at roll call or coffee. Disagree with me, drop me a line. Have an OPA related question? Let me know. Remember, this is my personal opinion and does not come from OPA or the command staff.

Mr. Graham has a great list of suggestions to avoid risk in law enforcement. Everyone in our profession should have been taught these as a kid but a reminder is always good. They are:

1. Treat people the way you would like to be treated.
2. A smile goes a long way and is international in nature. It is not a sign of being weak, you can be tactically aware with a smile on your face.
3. If you don't have something nice to say, don't say it. Explain what you did and why.
4. Listen at least as much as you talk.
5. Don't make promises you can't keep and keep those you make.
6. Apologize when you really do make a mistake and try to fix it now.
7. You get more flies with honey than you get with vinegar. Be nice whenever possible.

Here is a real life example. A recent armored car robbery in my small hometown was solved because the local officers, in general, are respectful and nice to the public. The public, in this case, was a homeless man who often stood on the street corner near the bank where the robbery occurred. A week or so prior to the robbery, this homeless man observed something suspicious and wrote down the license plate number. Turns out he witnessed the robber's dry run to get the timing down. The homeless man approached the local officer with this information and a very serious robbery was solved. This was the one and only lead they had. The homeless man noted he was comfortable approaching the local police because they never showed him disrespect. The local officer should also be commended for valuing the information provided and passing it on.



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-Detective Dori M. Davis

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FALLEN OFFICER MEMORIAL BOWLING TOURNAMENT

Detective Antonio Martinez Terry

Seattle Police Department

Age: 35 **Tour of Duty:** 4 years

Date of Incident: Monday, June 6, 1994

Detective Antonio Terry was shot and killed after stopping to help whom he thought was a stranded motorist. Detective Terry was in an unmarked car and was returning to the police station following an undercover narcotics assignment. When he got out of the car to help, one of the men recognized him as a police officer and opened fire.

Although mortally wounded, Detective Terry was able to drive to the nearest police precinct for help. He was able to give a description of both suspects, who were later arrested. The shooter's sentence was later vacated, however, murder charges were refiled in March 2007. On May 27, 2008, the suspect was again convicted of murder and sentenced to 20 years.

Detective Terry had served with the Seattle Police Department for four years. He is survived by his wife, daughter, and two sons.

Fallen Officer Memorial Bowling Tournament
June 20th, 2009 @ 5pm

Payment: Please make the $35 per person check payable to the "Fallen Officer's Memorial Tournament" or "FOMT".

Address: **Secoma Lanes**
34500 Pacific Hwy So
Federal Way, WA 98003

Registration: Mike Garske @ 206.948.5402 or Mikegarske@fomt911.com

Information: Tony Lockhart @ 253.261.5572 or james.lockhart@kingcounty.gov

Deadline: Individuals need to be registered and fees paid by June 10, 2009.
Late registrations need to be approved by a member of the FOMT.
Unfortunately, no refunds!

Tournament Format: 3 Games of Bowling
Color Pin/Monte Carlo

Events: Color Pin Bowling, raffles, color pin bowling prize money
+ 50/50 cash prize ticket shots, merchandise sales, raffle winner announcements.

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Retired News

By Mike Germann

NEW SEATTLE POLICE DEPARTMENT RETIREMENTS
There are no new retirements to publish this month; no LEOFF I's or LEOFFII's.

RETIRED SEATTLE OFFICERS' ASSOCIATION NEWS
Vice President Dick Rovig called the meeting to order at 1140 am in the dining room of the Four Seas restaurant at 8th S. and King street, May 13, 2009

Dan Woelke was recognized as a newcomer and was asked to lead the Pledge of Allegiance. Rovig asked all to remain standing for a moment of silence for Bob Elwell and Bob Trebon who recently passed away. Rovig also recognized Tim Greeley as an active officer, welcomed him and asked him to enjoy lunch with everyone.

Rovig directed attention to the minutes of the April meeting that had been distributed. He asked for corrections or additions. John Guich made a motion to accept the minutes as written, seconded by Dick Sherwood and passed.

Nick Bulpin gave the financial report and stated it would be submitted for audit.

Vice-president Rovig stated the RSPOA has sent out letters to members requesting that no money be donated to the LEOFF 1 Coalition. RSPOA President, Jerry Taylor has been removed from the Coalition board by a Coalition board vote. The RSPOA is researching appropriate response for that removal and will keep everyone apprised of any decisions made by the RSPOA board of directors.

Frank Kampsen reported the annual WSLEM golf tournament has been cancelled due to a lack of sponsorship. However, the WSLEM foundation and the 1099 foundation have joined together and changed their name to the Behind the Badge Foundation. A web site is being created. The Behind the Badge foundation will provide for the maintenance of the memorial in Olympia and will be putting on a golf tournament at Highlander Golf course in East Wenatchee scheduled for July 10th with shotgun starts at 7am and 1pm.

Rovig reported that Ernie Randall is retiring from being the greeter at the monthly meetings beginning in July. Jeri Jones, widow of Frank Jones has agreed to replace Ernie beginning at the July meeting.

There being no further business, Myron Maxwell made a motion to adjourn at 1150 am. 40 people then enjoyed another great lunch.

Nick Bulpin, Secretary/Treasurer

SEATTLE POLICE PENSION BOARD TRUSTEE ELECTION
Pursuant to RCW 41.20.010, notice is hereby given, via this publication, of the date, time and location of the annual election for one member elected trustee position of the Seattle Police Pension Board for the term July 1, 2009 through June 30, 2012.

Date: Wednesday, June 17. 2009

Time: 7:30 a.m. to 8:30 p.m.

Location: Seattle Police Department Headquarters, 610 5th Avenue, Seattle
(5th Avenue Lobby SE corner of 5th Avenue and Cherry Street)
Please Note:

Due to a change in State legislation, ONLY pre-LEOFF AND LEOFF I active duty or retired sworn members of the Seattle Police Department are entitled to vote in this election. This year, all eligible members, active and retired, will vote in person. This is a cost savings measure for the Seattle Police Pension Board in an unopposed election. Each member voting in person must identify themselves and sign/initial the identification roster prior to being issued a ballot by the election official.

Only an official ballot may be used to vote. No write-in candidates are authorized by statute. Each ballot, once issued, is to be deposited in the ballot box after voting.

In this year's election one name appears on the single ballot, incumbent **Trustee Ray Carroll** who is unopposed for re-election to his current seat on the Seattle Police Pension Board.

Please remember to try to vote on June 17, 2009. IT'S IMPORTANT.

Michael R. Germann
Executive Secretary
Seattle Police Pension Office

SOCIAL SECURITY BENEFITS MAY FREEZE
Published reports indicate that Social Security recipients **may not** receive a cost-of-living increase in 2010 or 2011. If this turns out to be true, Medicare, Part B, premiums for most recipients would also be frozen at the 2009 rate for most, ($96.40 a month), but not all enrollees. Also, premiums for prescription drug coverage under Medicare are likely to increase in 2010 and 2011. How much of an increase is not yet known. Your Seattle Police Pension Board and Police Pension Office staff saw this coming and elected years ago to pay for all prescription drugs for Seattle Police Escalator and LEOFF I members, so entitled. Those whose spouses/significant others are covered by Medicare, Part D, for their prescription drugs, are very likely going to see a net decrease in their monthly Social Security payment in 2010 and 2011 because of the increase for prescription drugs. Also, both Social Security and Medicare are projected to run out of money unless some changes are made.
We'll let you know more about this as further information is received.

A WORD OF CAUTION – DIAGNOSTIC SERVICES
More and more, your Seattle Police Pension Office is receiving inquires from active and retired Escalator and LEOFF I members about so-called "life line screening", especially for seniors. These outfits go by various names and all it consists of is a semi-truck and trailer combination in a parking lot. These people run a variation of "bait and switch" schemes to get you to come to them for "imaging services" at a very low price and then sell you services that are much more expensive. Of course, it's all cash out of your pocket because nobody else will pay for these so-called "diagnostic services." You might as well buy a hearing aid that consists of two tin cans on a string from pitchmen in a tent at the Puyallup Fair.
Another scheme out there right now is a machine that purports to lower blood pressure by "breathing exercises." Such a deal!

Be careful about all of these kinds of pitches, supposedly to improve your health. Any questions, call your Seattle Police Pension Office.

MEDICAL PREMIUM REIMBURSEMENTS DUE
It's just around mid-year and time for those of you on an employers' medical coverage and/or your spouses' employers' medical coverage to file for your premium reimbursements from the Seattle Police Relief and Pension Fund, if you're so entitled. Any other medical claims, deductibles can also be reimbursed at this time.
Call Tom Grabicki in the Pension Office at (206) 386-1287 if you have any questions.

H1N1 FLU aka SWINE FLU
A number of Seattle Police pensioners have called the Police Pension Office wanting to know when, where and how to get inoculated to protect themselves and loved ones against the so-called Swine Flu.

AS YET, THERE IS NO VACCINE AVAILABLE. Pharmaceutical houses are rushing to create such a vaccine but it is not likely to be available until sometime this coming fall.

All news publications/broadcasts are likely to know this kind of information as soon as it is available.
In the meantime, health experts advise:

- ·If you must cough or sneeze, use a tissue to cover your face and then discard the tissue.
- ·WASH YOUR HANDS FREQUENTLY with soap and water or other hand cleaning gel preparation.

STAFF CHANGES COMING TO THE SEATTLE POLICE PENSION OFFICE
Elaine Danielson, the pension benefits expert in the Seattle Police Pension Office is going to retire around the middle of July 2009. She has been with Police Pension since January 1983. I cannot say enough good things about Elaine, as a person, and the work she performs, calculating and paying pensions for those so entitled.
Replacing Elaine will be Stephanie Coleman, a super Seattle Police Department employee. She's known to Mike Germann and Tom Grabicki during their years with the Seattle Police Department and Police Pension is very fortunate to have found and hired a person of Stephanie's caliber. Call her at (206) 386-1286 after June 10, 2009, and say "hello and welcome aboard", and at the same time a fond farewell and good retirement to Elaine.
Here in the Seattle Police Pension Office, we take care of your business.

June 2009
Retirees' Birthdays

Note: Numbers in parenthesis indicate the retiree's June birthdate.
Richard L. **Adams (**16), Henry D. **Aitken (**18), Phillip C. **Allen (**8), Harry C. **Bailey (**11), Patrick M. **Barker (**9), Shirley P. **Baughman (**12), Gregory B. **Beard (**13), Harriett **Benjamin (**28), Jack B. **Blake (**6), Andrew G. **Bottin (**15), Boyd U. **Brenton (**17), Duane H. **Brown (**8), William D. **Bryant (**25), Harry J. **Burke (**16), Vernon T. **Burt (**27), Edward M. **Caalim (**10), Barbara Jean **Cameron (**21), Dan A. **Capps (**12), John G. **Carlson (**7), John W. **Carlson (**3), Norman C. **Case (**22), Larry D. **Chittenden (**18), Carl N. **Christensen (**21), Donald L. **Church (**9), Lynn S. **Coney (**6), Brenda J. **Cooper (**5), Frances H. **Daffron (**20), David K. **Dalrymple (**3), Laureen M. **Davis (**14), Wendell D. **Deboer (**8), Lee A. **Deshaw (**26), Dale A. **Douglass (**3), Carol J. **Edris (**6), Karen **Ejde (**22), Jeanette K. **Engle (**10), Robert S. **Englehart (**1), Robert H. **Fabry (**1), Brian B. **Feldman (**1), John P. **Fisher (**21), Gary R. **Fowler (**19), Sharon J. **Fuller (**22), Richard P. **Gagnon (**3), Michael R. **Germann (**25), Jerry W. **Germeau (**3), William K. **Giddings (**23), Raymond E. **Gonty (**17), Mary Jo **Gottwig (**14), Thomas J. **Grabicki (**9), John R. **Gray (**2), Irene T. **Greiner (**8), Robert L. **Groves (**20), John A. **Guich (**6), Donald H. **Hagen (**29), Linda G. **Hanna (**16), Leona K. **Hansen (**28), Jack H. **Hardman (**30), Erma M. **Hartsfield (**29), Clayton E. **Hill (**13), Donald G. **Hillard (**13), Robert L. **Hirschberg (**29), Robert H. **Holter (**28), Douglas R. **Howard (**1), Richard L. **Hutchison (**22), Lee C. **Jacobson (**29), Patricia A. **Jacoby (**4), Dennis D. **Jorve (**14), Kay A. **Kemmis (**20), Juaneva J. **Kuga (**14), Loretta **Lanksbury (**17), First & Mid Initial **Last Name** Birth), Bernard M. **Lau (**8), June **Leichty (**12), Robert W. **Lowman (**24), Holly J. **MacRae (**13), Mabel **Mahoney (**14), Shirley **Massa (**9), Josephine A. **Massie (**28), Dan K. **Melton (**3), Paul H. **Meyer (**21), Thomas C. **Miller (**28), Angeline L. **Molinaro (**18), Astrid E. **Monk (**11), Gary R. **Morrell (**6), Patrick A. **Munter (**22), Larry L. **Nolting (**30), Eric M. **Norberg (**2), June **Ormsby (**10), Connie **Parnell (**9), George A. **Pearson (**18), Maryanne **Philbrick (**24), Patrick E. **Powers (**24), Thomas W. **Pritchard (**6), Dean H. **Quall (**15), William K. **Rauschmier (**18), Bert G. **Richards (**16), John G. **Richardson (**15), June **Robinson (**5), Lynn **Russell (**1), Jack R. **Seil (**9), Charlotte S. **Seth (**16), David E. **Severance (**24), Patricia A. **Slaten (**2), James R. **Sleeth (**11), K. C. **Smith, Jr. (**14), Rudy S. **Sutlovich (**16), William F. **Tanner (**22), A. Wayne **Terry (**22), Earl C. **Thomas (**25), Kenneth W. **Thomas (**11), Richard J. **Thomas (**4), Gerald D. **Trettevik (**12), Joanne **Turpin (**18), Billy Anne **Vinup (**26), Floyd T. **Walker (**26), Truman E. **Wiggins (**24), Alvin G. **Wilding (**8), Evelyn **Wilson (**3), James W. **Wilson (**7), Curtis P. **Winther (**13), Daniel R. **Woelke (**8), Marvin G. **Wubbens (**7), Margaret **Zampardo (**7), Richard E. **Zottman (**8)

SPOG is not responsible for any omissions or errors in the Retired Birthdays. Please take up any changes with the SPD Pension Office

Last Ring

Dale E. Harper, #3213, retired Seattle Police Detective, passed away on May 14, 2009 at his home in Lynnwood, Washington after a long illness. He was 64 years of age upon his death.

Dale Harper was born September 1, 1944. He was appointed a "Patrolman" of the Seattle Police Department on July 22, 1969. Thereafter, he was appointed a Detective on January 11, 1984. He retired from police service on January 28, 2003.

Dale is survived by his wife Crystal, two sons, Andy and Jason, and 5 granddaughters who provided much joy in his life.

Carl V. Reinbolt, #401, retired Seattle Police Department Inspector, passed away peacefully on Tuesday, May 12, 2009 at 7:55 a.m., while a patient at Hospice of Kitsap County, located in Bremerton, Washington. He was 96 years of age upon his death.

Carl Reinbolt was born on October 22, 1912. He was appointed a Seattle Police "Patrolman" on April 28, 1941. Carl loved motorcycles and was assigned as a motorcycle officer and motorcycle sergeant for over six years early in his police career. Motorcycle Officers of Carl's era were of the "old school." No helmets or any other protective gear. They just rode those old Harley and Indian motorcycles every work day, through wind, rain, snow or whatever, in their regular uniforms.

Carl Reinbolt was promoted to the rank of Lieutenant on February 1, 1957 and promoted again to the rank of Captain on January 14, 1963.

His last promotion to the position /rank of "Inspector" took place on November 29, 1965. There were only a very few "Inspectors" within the Seattle Police Department and they were usually assigned as Division Commanders. Within their area of responsibility, these Inspectors were all powerful. If you were a real smart police officer you didn't cross swords with any of them and pretty much stayed out of their way. That's the way it was in the yesteryears of Seattle policing. It was exciting and fun in those days and you were afraid of missing something on your days off. The most important trait I can remember about Carl Reinbolt was he would go to bat for his officers who were trying to do the right thing but things get a little messy in the process. If you were not trying to do police work and got into a little trouble, watch out.

Carl Reinbolt retired after 29 years of honorable service at the rank of Police Inspector on May 10, 1970.

Surviving are two daughters (one of whom works for the Seattle Police Department), three granddaughters, two great-grandsons and two great-granddaughters.

Robert D. Elwell, #1654, retired Seattle Police Sergeant Detective, passed away on April 16, 2009 while on vacation in Redding, California. He was 78 years of age upon his death.
Robert Elwell was born November 15, 1930. He was appointed a "Patrolman" of the Seattle Police Department on August 22, 1955. Thereafter, he was appointed a Sergeant on July 30, 1976 He retired from police service on September 18, 1985.
Bob is survived by his daughter, Ruth Speck. His wife Patsy, preceded him in death on February 26, 2006.
A memorial service was held on May 9, 2009 at First Lutheran Church of Bothell. The Seattle Police Honor Guard paid their last respects.
Bob Elwell was a terrific person and police officer. I'd count him as one of the top five Seattle Police Detective Sergeant supervisors of all time.

Robert W. Trebon, #1902, retired Seattle Police Officer, passed away on May 2, 2009 at the Mayo Clinic in Mesa, Arizona. He was 74 years of age upon his death.
Robert Trebon was born December 27, 1934. H was appointed a "Patrolman" of the Seattle Police Department on January 2, 1959. Bob served on the force until his retirement on October 6, 1972.
Bob is survived by his wife of 53 years, Katie, three daughters, one son and 5 grandchildren.
A memorial service may be planned at a later date, probably in three to four weeks.

May they all rest in peace.

Editor's Notes

By Detective Ron Smith, Editor

In this edition of *The Guardian* you will find photos from the 2009 Washington Law Enforcement Memorial Ceremony, held last month in Olympia. Our very own Honor Guard members look highly squared away in their uniforms, which were redesigned back in 2004. I am proud to have been the architect of the new look, with the support and guidance of retired Honor Guard Commander Sergeant Roger Dixon and Executive Officer T.J. Havenar I set out on a mission to replace the outdated and very worn out uniforms that had been used for decades. Thanks to a generous grant from the Seattle Police Foundation, the new uniforms became a reality, giving an instant boost in the pride of the Honor Guard members. Gone are the days when the SPD Honor Guard was the brunt of jokes regarding their look; now their look is one to be mirrored! I noticed that these sharp uniforms have even evolved with the wearing of sergeant major, first-sergeant and senior corporal stripes by select members, reflecting their positions within the unit. I was privileged to spend 10-years in the SPD Honor Guard, and at times I regret having stepped down. Sometimes we let our pride get in the way of common sense.

I recently read with great sadness about an off-duty New York City police officer being shot and killed by a member of his own agency. The officer got off work and went to his car and disrupted a car prowl; prompting him to get into a foot chase, gun in hand with the suspect. On-duty officers were driving by and saw the off-duty officer with the gun, ultimately shooting and killing him. While I am sure that many questions are yet to be answered in this case, one thing is for sure, each of us needs to have an "off-duty incident plan" in our heads. This should be something you have trained for, such as how you carry your off-duty weapon. Do you carry it the same way despite changing weather and clothing conditions? Do you carry a gun sometimes, but not others? Do you always have your shield with you while armed? Have you thought about how you are going to let the responding on-duty police know that you are a police officer? Some of this was gone over in Street Skills a few years ago, yet it bears updating in your mind. The chances of you getting into an off-duty situation which rises to a life and death encounter are slim, but trust me, if it does happen to you, you will be glad you had a plan, knew the firearm you were carrying and knew how you were going to let the responding on-duty cops know you are a police officer, rather than some perp holding a gun. While I wish I didn't know this, I can assure you that you will respond in the manner in which you have trained.

This month my oldest child graduates from high school and prepares to go onto college. I am blessed to have raised a young man of high character and who has the same strong work ethic my father instilled in me so many years ago. If things go as he has planned, I just may get to pin a federal badge on him in a few years, the same way he pinned my SPD badge on me in when he was little. That will be a very proud day indeed!

Until next month, take care of yourselves and each other! Feel free to contact me with your comments and suggestions at spogguardian@yahoo.com. "The ultimate measure of a man is not where he stands in moments of comfort and convenience, but where he stands at times of challenge and controversy." – Martin Luther King Jr.

Calendar of Events

Seattle Police Relief Association board meeting at the SPRAG Office
Wednesday, June 10th at 1300 hours

SPOG Membership Meeting
Wednesday, June 24th at 2000 hours

June 2010 SPOG Hawaii Condo Drawing
Wednesday, June 24th during the SPOG Membership Meeting

Opening Day of the SPOG Hawaii Condo
Sunday, June 28th

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